



THE 2026 CORPORATE EQUALITY INDEX

GUIDING TODAY'S LEADING STRATEGIES FOR WORPLACE INCLUSION

May 19, 2025

Our Goal

To equip you with essential **updates and resources related to the 2026 Corporate Equality Index**—and to share how HRC is standing with you to safeguard progress, strengthen business impact, and advance our **shared goal: building fair and inclusive workplaces where LGBTQ+ employees and businesses can thrive.**



The Agenda

- The CEI and a Changed Landscape for Inclusion
- Evolving Our Work Together
- Survey Timeline
- Q&A

**A recording and copy of this presentation will be available, in addition to a comprehensive CEI Toolkit for business leaders.*



The Corporate Equality Index



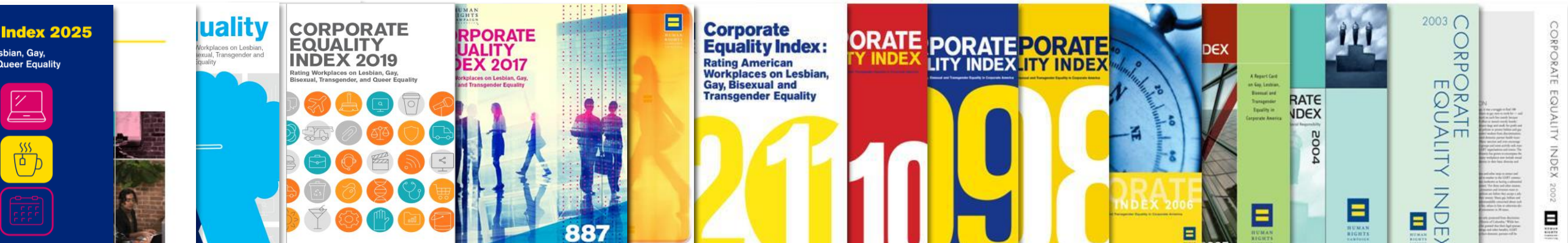
CEI Defined:

The leading benchmarking tool to help businesses assess and advance a fair, safe and inclusive workplace for **LGBTQ+ employees** using a clear and actionable framework for leading policies and practices



Our Shared Goal:

Build workplaces where **LGBTQ+** employees have the same opportunity to succeed as their peers—and where business success is strengthened by inclusion



Our Impact

22+

Million Workers
Supported

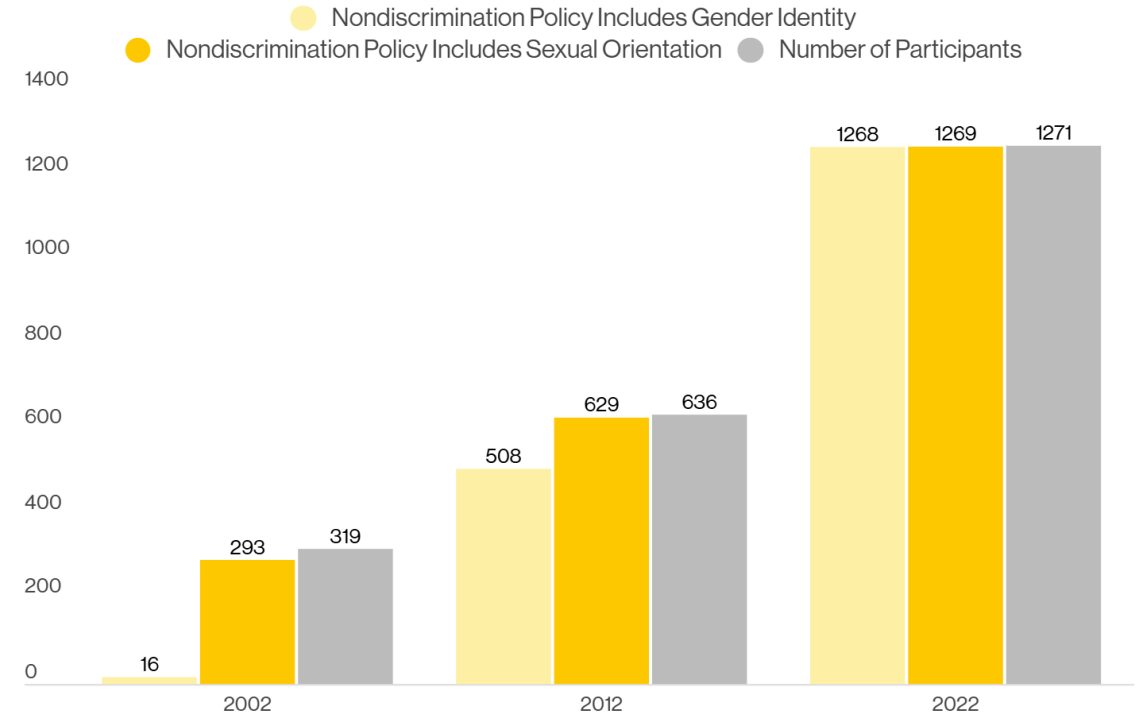


Protected from
discrimination

Ability to form
families

Access needed
healthcare

Feel supported
in workplace



Fairness and Inclusion Drives Success

60%

Believe an inclusive work culture with a well-supported diversity program is critical to attracting and retaining them as an employee. *Edelman 2024*

28%

Gen Z adults identify as LGBTQ+
Gallup 2024

\$1.4B

LGBTQ+ spending power
Gallup 2024

Facing the Headwinds to Inclusion Together

The New York Times

Trump's D.E.I. Order Creates 'Fear and Confusion' Among Corporate Leaders

 **CNBC**

The war on woke: How a gay rights index once touted by Walmart and others became a conservative target

TIME

The Major U.S. Companies Scaling Back DEI Efforts as Trump Targets Initiatives

... but shifting winds

FORTUNE

DEI is emerging triumphant in shareholder battles across corporate America from Coca-Cola to Berkshire Hathaway

FAST COMPANY

Costco is the new Target

Forbes

JPMorgan's Jamie Dimon Stands Firm Amid Conservative Pressure To Dismantle DEI Initiatives

BLACK ENTERPRISE

40,000 Employees Thank Marriott CEO For Defending DEI Amid Political Pressure

Evolving Our Work Together

We acknowledge the sea-change in workplace inclusion and evolved the CEI to help your company succeed



Informing our evolution

**HRC Business
Advisory
Council**

In-depth, historical
context and
knowledge; broad
corporate
perspective

**Executive 1:1 &
Focus Groups**

High-level insights;
risk analysis and go-
forward strategies

**HR/DEI
Practitioner
Survey**

Customer
experience;
Needed resources

The Criteria

**Tenets to 2026 CEI
Criteria Remain
Unchanged**

The Foundation for
Creating Inclusive
Workforce – Always
Centered on Fairness

Evolving to Meet the Moment

For **20+ years** you have trusted HRC to be your **PARTNER** in workplace inclusion.

We're making the CEI easier, faster, and safer than ever to help YOU succeed today and ahead.

1. **Being Explicit About Fairness**
2. **Making it Easier than Ever**
3. **Protecting You from Risk**
4. **Aligning Key Stakeholders**



1. The CEI is Explicitly About Fairness

The Four Pillars of the CEI: Rooted in Fairness and Opportunity for All

WORKFORCE PROTECTIONS



Affirming every employee's right to a safe and outcome focused workplace

INCLUSIVE BENEFITS



Ensuring equal access to essential healthcare and family planning support for all employees.

INCLUSIVE CULTURE



Fostering a workplace where everyone, including LGBTQ+ employees, feels valued and able to contribute.

OUTREACH / ENGAGEMENT



Aligning core business operations with values of inclusion, safety, and belonging.

2. The CEI is Easier than Ever

We've ensured the impact of the CEI while making improvements to process to save you time.



STREAMLINED SURVEY QUESTIONS

- Major changes to verbiage to focus on parity, fairness and equal opportunity
- Simplified survey for Equality 100: a goal of 1 hour for completion
- 59 questions removed, saving your teams hours of work



DOCUMENTATION REDUCTION & CRITERIA MODIFICATIONS

- Rewarding past participation by reducing duplicative information requests
- Returning companies only submit information for new initiatives

3. The CEI Helps You Avoid Risks

The 2026 CEI is safer than ever. Your companies told HRC the #1 concern for this CEI was risk— and we listened.



DATA PROTECTED — DISCRETION IS RESPECTED

- Electronic data protections enhanced to limit exposure
- All submitted materials will be destroyed upon CEI report release



FOCUS ON PARTICIPATION — YOU CHOOSE PROMOTION

- Only HRC Members & CEI Participants receive complete results
- Equality 100 companies opt into the distinction and sharing of logos
- All Fortune 500 rated companies remain listed
- Verified scores for active participants

4. The CEI Supports Every Stakeholder

Your decision makers need the best information and assets to ensure everyone – from C-Suite to intern – has buy-in to support the CEI.

CEI STAKEHOLDER WORKSHOPS AHEAD

12

JUNE

ERGs and Employees

Exploring tactics to foster personal narratives that inspire and engage employees at all levels to support workplace fairness and inclusive policies.

Scan QR
for Info



23

JUNE

GENERAL COUNSEL & SENIOR EXECS

Exploring legal compliance, risk avoidance, and the importance of parity across corporate networks in discussion with legal industry peers & experts.



30

JUNE

COMMUNICATIONS & MARKETING TEAMS

Exploring CEI resource toolkits, FAQs, and ways to leverage media cycles to avoid risk and enhance your company's ROI on inclusion.



14

JULY

TBD

Audience and topic(s) to be determined



The CEI Toolkit

HRC has developed a comprehensive and ever-growing suite of tools to support you and your teams throughout the 2026 CEI. In the coming days you will have access to:



- FAQs, Briefing Materials, and Talking Points



- Scenario Response Templates & Messaging Guides



- Internal Engagement Strategies and Conversation Guides



- HRC Support Contacts & Legal Inquiry Referrals



- Data and Testimonials Supporting Workplace Fairness & Inclusion

CEI 2026 Timeline

May 19	Survey Opens to Pilot Companies
June 16	Survey Opens to All Companies
June 18	CEI Nuts and Bolts Webinar
Ongoing	CEI “Office Hours”
August 29	Survey Closes

Support: cei@hrc.org

The Takeaways

- **Survey is OPEN – email invitations by end of day tomorrow, 5/20**
- **Share resources with internal stakeholders**
- **Register for tailored sessions**
- **Individual support is always available**

cei@hrc.org

Q&A

